



January 28, 2010

MEMORANDUM**TO:** Department Directors and Elected Officials**FR:** Ray Walton, Director**RE:** Diversity Progress Report – December 2009

Attached is the monthly Diversity Progress Report that provides an update on your department's progress from the November report to December 24, 2009, and the net change for fiscal year-to-date. During the fiscal year-to-date, there was a decrease of 39 employees in the Executive Branch. During the November to December reporting period, there was:

- A decrease of 26 total employees in the workforce.
- A decrease of 27 females in the workforce.
- A decrease of 1 minority in the workforce.
- A decrease of 6 persons with disabilities.

This chart summarizes the incremental changes in the Executive Branch workforce as of the current reporting period and since EOFY 2005:

Net Change Period	Total	Female	% of State Workforce	Minority Totals	% of State Workforce	PWD Totals	% of State Workforce
December '09	20,439	10,470	51.23%	1,216	5.95%	1,068	5.23%
November '09	20,465	10,497	51.29%	1,217	5.95%	1,074	5.26%
Monthly Change	-26	-27		-1		-6	
Net Change FY to Date	-39	-54		22		-12	
EOFY 2009	20,478	10,524	51.40%	1,194	5.80%	1,080	5.30%
EOFY 2008	20,516	10,496	51.16%	1,177	5.74%	1,135	5.53%
EOFY 2007	19,932	10,105	50.70%	1,081	5.42%	1,198	6.01%
EOFY 2006	19,674	9,889	50.26%	1,022	5.20%	1,290	6.56%
EOFY 2005	19,283	9,648	50.03%	977	5.07%	1,322	6.86%
Net Change EOFY05	1156	822		239		-254	

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Please review the enclosed report with your hiring managers and supervisors, noting the following key points:

- Diversity Progress Summary – This report documents net changes in the State's workforce and your agency from the end of FY 2009 to December 24, 2009. The top section provides workforce change data for the Executive Branch overall, and the bottom section shows workforce change data for your agency, both monthly and year-to-date.
- Current Hiring Opportunities – This report provides a list of current underutilized vacancies for your agency. (You will not receive it if you do not have vacancies.) Protected class applicant counts will appear in this report only when the job class is underutilized, and when protected class applicants are available on the lists. For more detail about your underutilized vacancies, please refer to the hiring lists (excel spreadsheets) that are issued to your agency's personnel assistant.

This report is useful for:

- Indicating progress with your diversity hiring efforts.
- Monitoring the timeliness of your agency's hiring processes.
- Assisting DAS-HRE in closing applicant lists for which hires have been made, closed, or require no further action. If the current hiring opportunities identified are no longer active, but are not closed, your personnel assistant should apply final codes in the BrassRing applicant tracking system, so that the appropriate requisition record can be closed by DAS-HRE. This will provide DAS-HRE with critical information to accurately monitor applicant flow and hiring outcomes.

For assistance in improving the composition of your applicant pool, please contact Robin Jenkins, State Recruitment Coordinator, at 515-725-2095 or at robin.jenkins@iowa.gov. Recruitment is critical in addressing diversity in the workforce.

If you have questions or need additional information about the Diversity Progress Report, please contact Jesus Estrada at jesus.estrada@iowa.gov.

Review this report carefully. If a retirement incentive is enacted and is successful, please make sure our review of replacement candidates include all the categories reflected in this report. It is an opportunity for progress.

Thank you for your attention to this issue.